

H-2A Agricultural Clearance Order
Form ETA-790A
U.S. Department of Labor



A. Job Offer Information

1. Job Title * Fruit Harvester							
2. Workers Needed *		a. Total	b. H-2A Workers	Period of Intended Employment			
		59	59	3. First Date * 4/28/2023		4. Last Date * 12/15/2023	
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.							<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
6. Anticipated days and hours of work per week (an entry is required for each box below) *							7. Hourly Work Schedule *
35	a. Total Hours	7	c. Monday	7	e. Wednesday	7	g. Friday
0	b. Sunday	7	d. Tuesday	7	f. Thursday	0	h. Saturday
							a. 7 : 00 <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
							b. 2 : 30 <input type="checkbox"/> AM <input checked="" type="checkbox"/> PM
Temporary Agricultural Services and Wage Offer Information							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.)							
<p>Perform a variety of duties associated with the seasonal harvesting of fruit at grove worksites, which will include avocados, oranges, grapefruits and lemons. The position frequently requires workers to pick fruit by hand with the use of ladders, clippers and large harvesting bags. Selects fruit to be harvested according to size, shape, and color. Place fruit into bags and containers. Empty bags into collection boxes and bins. Workers may also be assigned additional agricultural duties that relate to fruit harvesting. Workers must not only lift up to 50 lbs, but must also carry and move up to 50lbs when performing duties. Workers will move and step up on ladders. Work is performed outdoors and can involve exposure to extreme temperatures, bright sunlight, windy or rainy conditions, mud and dust, low light and other natural elements. The work may entail exposure to plant pollens, insects, snakes, rodents, noxious plants and/or plant materials that have been treated with insect and/or disease control spray. Workers must walk in variable soil conditions. Workers should come prepared with appropriate clothing and footwear for the working conditions described. Workers must use all required personal protective clothing and equipment. Workers must follow all safety protocols, which includes observing all warning signs, safety bulletins, safety training and posters. Workers must adhere to all health and safety rules, including Covid-19 preventative measures, social distancing, usage of masks and other safety directives required by the employer or state law.</p>							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
\$ 18 .65		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$ _____			
9. Is a completed Addendum A providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *							<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A
10. Frequency of Pay: * <input checked="" type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Other (specify): <u>N/A</u>							
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							

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B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *		1	3. Training: number of <u>months</u> required. * 0
4. Basic Job Requirements (check all that apply) §			
<input type="checkbox"/> a. Certification/license requirements		<input checked="" type="checkbox"/> f. Exposure to extreme temperatures	
<input type="checkbox"/> b. Driver requirements		<input checked="" type="checkbox"/> g. Extensive pushing or pulling	
<input type="checkbox"/> c. Criminal background check		<input checked="" type="checkbox"/> h. Extensive sitting or walking	
<input type="checkbox"/> d. Drug screen		<input checked="" type="checkbox"/> i. Frequent stooping or bending over	
<input checked="" type="checkbox"/> e. Lifting requirement <u>50</u> lbs.		<input checked="" type="checkbox"/> j. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §
6. Additional Information Regarding Job Qualifications/Requirements. * (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " NONE " below) Applicants must have at least one month of agricultural experience picking fruit with a ladder. All qualified applicants must have the authorization to work in the United States, be willing to perform the agricultural duties as described in this job order and be able to meet the physical demands of the position and the employer's work schedule with or without reasonable accommodation.			

C. Place of Employment Information

1. Place of Employment Address/Location * See attached addendum of worksites.			
2. City *	3. State *	4. Postal Code *	5. County *
San Diego	California	92592	San Diego
6. Additional Place of Employment Information. (If no additional information, enter " NONE " below) *			
None.			
7. Is a completed Addendum B providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

D. Housing Information

1. Housing Address/Location *			
11262 SAN GABRIEL WAY			
2. City *	3. State *	4. Postal Code *	5. County *
VALLEY CENTER	California	92082	San Diego
6. Type of Housing (check only one) *		7. Total Units *	8. Total Occupancy *
<input checked="" type="checkbox"/> Employer-provided (including mobile or range) <input type="checkbox"/> Rental or public		1	20
9. Identify the entity that determined the housing met all applicable standards: *			
<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other (specify): _____			
10. Additional Housing Information. (If no additional information, enter " NONE " below) *			
None.			
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

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E. Provision of Meals

1. Describe how the employer will provide each worker with three meals per day or furnish free and convenient cooking and kitchen facilities. *

(Please begin response on this form and use Addendum C if additional space is needed.)

The employer will provide kitchen, cooking facilities and utilities at the housing location at no cost to workers who are eligible for housing benefits (i.e. workers who live outside the commuting distances to the area of intended employment). Cooking utensils, pots, and pans and other cooking and dining items will be provided by the employer. Kitchens facilities will be shared with other workers who may be occupying the employer-provided housing. Kitchen facilities are exclusively reserved for the use of employees who are living in the housing units; third parties are not permitted to use the kitchen facilities. The employer will provide weekly transportation to grocery stores so that workers may purchase food and groceries. Workers will purchase food at their own expense and prepare their own meals. Workers will also have access to local establishments to dine out when desired.

2. The employer: *

☒ **WILL NOT** charge workers for meals.

☐ **WILL** charge each worker for meals at \$. per day, if meals are provided.

F. Transportation and Daily Subsistence

1. Describe the terms and arrangements for daily transportation the employer will provide to workers. *

(Please begin response on this form and use Addendum C if additional space is needed.)

See Addendum C

2. Describe the terms and arrangements for providing workers with transportation (a) to the place of employment (i.e., inbound) and (b) from the place of employment (i.e., outbound). *

(Please begin response on this form and use Addendum C if additional space is needed.)

See Addendum C

3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *

a. no less than

\$ 15 . 46

per day *

b. no more than

\$ 59 . 00

per day with receipts

G. Referral and Hiring Instructions



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1. Explain how prospective applicants may be considered for employment under this job order, including verifiable contact information for the employer (or the employer's authorized hiring representative), methods of contact, and the days and hours applicants will be considered for the job opportunity. *

(Please begin response on this form and use Addendum C if additional space is needed.)

Only applicants meeting all the qualifications for employment, who are eligible to work in the United States, able to meet the physical demands of the position and the employer's work schedule, and who are willing to perform the agricultural job duties, with or without a reasonable accommodation, should contact the employer or be referred by the State Workforce Agency. Applicants may apply at and be referred by any local office of the California EDD or another State Workforce Agency. Applicants, State Workforce Agency personnel, and walk-ins may call Mr. Mario Chavez Resendiz during regular business hours (Mon.- Fri. 8:00 a.m. to 5:00 p.m.) at 951-795-9834 or report to 42510 Mayberry Ave., Hemet CA 92544 to begin the application process. Applicants will be interviewed in person or by telephone at little or no cost to workers. All employees hired will be required to present document(s) to evidence their identity and authorization to work in the United States and must complete an I-9 Form in accordance with law.

2. Telephone Number to Apply *
+1 (951) 795-9834

3. Extension §
N/A

4. Email Address to Apply *
mcrflc@ic@gmail.com

5. Website Address (URL) to Apply *
N/A

H. Additional Material Terms and Conditions of the Job Offer

1. Is a completed **Addendum C** providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? *

☒ Yes ☐ No

I. Conditions of Employment and Assurances for H-2A Agricultural Clearance Orders

By virtue of my signature below, I **HEREBY CERTIFY** my knowledge of and compliance with applicable Federal, State, and local employment-related laws and regulations, including employment-related health and safety laws, and certify the following conditions of employment:

- JOB OPPORTUNITY:** Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an *H-2A Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR part 653, subpart F and the requirements set forth in 20 CFR 655, subpart B. This job opportunity offers U.S. workers no less than the same benefits, wages, and working conditions that the employer is offering, intends to offer, or will provide to H-2A workers and complies with the requirements at 20 CFR part 655, subpart B. The job opportunity is open to any qualified U.S. worker regardless of race, color, national origin, age, sex, religion, handicap, or citizenship.
- NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all places of employment for which the employer is requesting temporary agricultural labor certification does not currently have workers on strike or being locked out in the course of a labor dispute. 20 CFR 655.135(b).
- HOUSING FOR WORKERS:** Employer agrees to provide or secure housing for the H-2A workers and those workers in corresponding employment who are not reasonably able to return to their residence at the end of the work day. That housing complies with the applicable local, State, and/or Federal standards and is sufficient to house the specified number of workers requested through the clearance system. The employer will provide the housing without charge to the worker. Any charges for rental housing will be paid directly by the employer to the owner or operator of the housing. If public accommodations or public housing are provided to workers, the employer agrees to pay all housing-related charges directly to the housing's management. The employer agrees that charges in the form of deposits for bedding or other similar incidentals related to housing (e.g., utilities) must not be levied upon workers. However, the employer may require workers to reimburse them for damage caused to housing by the individual worker(s) found to have been responsible for damage which is not the result of normal wear and tear related to habitation. When it is the prevailing practice in the area of intended employment and the occupation to provide family housing, the employer agrees to provide family housing at no cost to workers with families who request it. 20 CFR 655.122(d), 653.501(c)(3)(vi).
Request for Conditional Access to Intrastate or Interstate Clearance System: Employer assures that the housing disclosed on this clearance order will be in full compliance with all applicable local, State, and/or Federal standards at least 20 calendar days before the housing is to be occupied. 20 CFR 653.502(a)(3). The Certifying Officer will not certify the application until the employer provides evidence that housing has been inspected and approved or, in the case of rental or public accommodations, is otherwise in full compliance.
- WORKERS' COMPENSATION COVERAGE:** Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).
- EMPLOYER-PROVIDED TOOLS AND EQUIPMENT:** Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f), .210(d), or .302(c).



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6. **MEALS:** Employer agrees to provide each worker with three meals a day or furnish free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. Where the employer provides the meals, the job offer will state the charge, if any, to the worker for such meals. The amount of meal charges is governed by 20 CFR 655.173. 20 CFR 655.122(g). When a charge or deduction for the cost of meals would bring the worker's wage below the minimum wage set by the FLSA at 29 U.S.C. 206, the charge or deduction must meet the requirements of 29 U.S.C. 203(m) of the FLSA, including the recordkeeping requirements found at 29 CFR 516.27.

For workers engaged in the herding or production of livestock on the range, the employer agrees to provide each worker, without charge or deposit charge, (1) either three sufficient meals a day, or free and convenient cooking facilities and adequate provision of food to enable the worker to prepare his own meals. To be sufficient or adequate, the meals or food provided must include a daily source of protein, vitamins, and minerals; and (2) adequate potable water, or water that can be easily rendered potable and the means to do so. 20 CFR 655.210(e).

7. **TRANSPORTATION AND DAILY SUBSISTENCE:** Employer agrees to provide the following transportation and daily subsistence benefits to eligible workers.

A. *Transportation to Place of Employment (Inbound)*

If the worker completes 50 percent of the work contract period, and the employer did not directly provide such transportation or subsistence or otherwise has not yet paid the worker for such transportation or subsistence costs, the employer agrees to reimburse the worker for reasonable costs incurred by the worker for transportation and daily subsistence from the place from which the worker came to work for the employer to the employer's place of employment, whether in the U.S. or abroad. The amount of the transportation payment must be no less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. The amount the employer will pay for daily subsistence expenses are those amounts disclosed in this clearance order, which are at least as much as the employer would charge the worker for providing the worker with three meals a day during employment (if applicable), but in no event will be less than the amount permitted under 20 CFR 655.173(a). The employer understands that the Fair Labor Standards Act applies independently of the H-2A requirements and imposes obligations on employers regarding payment of wages. 20 CFR 655.122(h)(1).

B. *Transportation from Place of Employment (Outbound)*

If the worker completes the work contract period, or is terminated without cause, and the worker has no immediate subsequent H-2A employment, the employer agrees to provide or pay for the worker's transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, departed to work for the employer. Return transportation will not be provided to workers who voluntarily abandon employment before the end of the work contract period, or who are terminated for cause, if the employer follows the notification requirements in 20 CFR 655.122(n).

If the worker has contracted with a subsequent employer who has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's place of employment to such subsequent employer's place of employment, the employer must provide for such expenses. If the worker has contracted with a subsequent employer who has agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's place of employment to such subsequent employer's place of employment, the subsequent employer must provide or pay for such expenses.

The employer is not relieved of its obligation to provide or pay for return transportation and subsistence if an H-2A worker is displaced as a result of the employer's compliance with the employer's obligation to hire U.S. workers who apply or are referred after the employer's date of need during the recruitment period set out in 20 CFR 655.135(d). 20 CFR 655.122(h)(2).

C. *Daily Transportation*

Employer agrees to provide transportation between housing provided or secured by the employer and the employer's place(s) of employment at no cost to the worker. 20 CFR 655.122(h)(3).

D. *Compliance with Transportation Standards*

Employer assures that all employer-provided transportation will comply with all applicable Federal, State, or local laws and regulations. Employer agrees to provide, at a minimum, the same transportation safety standards, driver licensure, and vehicle insurance as required under 29 U.S.C. 1841 and 29 CFR 500.104 or 500.105 and 29 CFR 500.120 to 500.128. If workers' compensation is used to cover transportation, in lieu of vehicle insurance, the employer will ensure that such workers' compensation covers all travel or that vehicle insurance exists to provide coverage for travel not covered by workers' compensation. Employer agrees to have property damage insurance. 20 CFR 655.122(h)(4).

8. **THREE-FOURTHS GUARANTEE:** Employer agrees to offer the worker employment for a total number of work hours equal to at least three-fourths of the workdays of the total period beginning with the first workday after the arrival of the worker at the place of employment or the advertised contractual first date of need, whichever is later, and ending on the expiration date specified in the work contract or in its extensions, if any. 20 CFR 655.122(i).

The employer may offer the worker more than the specified hours of work on a single workday. For purposes of meeting the three-fourths guarantee, the worker will not be required to work for more than the number of hours specified in the job order for a workday, or on the worker's Sabbath or Federal holidays. If, during the total work contract period, the employer affords the U.S. or H-2A worker less employment than that required under this guarantee, the employer will pay such worker the amount the worker would have earned had the worker, in fact, worked for the guaranteed number of days. An employer will not be considered to have met the work guarantee if the employer has merely offered work on three-fourths of the workdays if each workday did not consist of a full number of hours of work time as specified in the job order. All hours of work actually performed may be counted by the employer in calculating whether the period of guaranteed employment has been met. Any hours the worker fails to work, up to a maximum of the number of hours specified in the job order for a workday, when the worker has been offered an opportunity to work, and all hours of work actually performed (including voluntary work over 8 hours in a workday or on the worker's Sabbath or Federal holidays), may be counted by the employer in calculating whether the period of guaranteed employment has been met. 20 CFR 655.122(i).

If the worker is paid on a piece rate basis, the employer agrees to use the worker's average hourly piece rate earnings or the required hourly wage rate, whichever is higher, to calculate the amount due under the three-fourths guarantee. 20 CFR 655.122(i).



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If the worker voluntarily abandons employment before the end of the period of employment set forth in the job order, or is terminated for cause, and the employer follows the notification requirements in 20 CFR 655.122(n), the worker is not entitled to the three-fourths guarantee. The employer is not liable for payment of the three-fourths guarantee to an H-2A worker whom the Department of Labor certifies is displaced due to the employer's requirement to hire qualified and available U.S. workers during the recruitment period set out in 20 CFR 655.135(d), which lasts until 50 percent of the period of the work contract has elapsed (50 percent rule). 20 CFR 655.122(i).

Important Note: In circumstances where the work contract is terminated due to contract impossibility under 20 CFR 655.122(o), the three-fourths guarantee period ends on the date of termination.

9. **EARNINGS RECORDS:** Employer agrees to keep accurate and adequate records with respect to the workers' earnings at the place or places of employment, or at one or more established central recordkeeping offices where such records are customarily maintained. The records must include each worker's permanent address, and, when available, permanent email address, and phone number(s). All records must be available for inspection and transcription by the Department of Labor or a duly authorized and designated representative, and by the worker and representatives designated by the worker as evidenced by appropriate documentation. Where the records are maintained at a central recordkeeping office, other than in the place or places of employment, such records must be made available for inspection and copying within 72 hours following notice from the Department of Labor, or a duly authorized and designated representative, and by the worker and designated representatives. The content of earnings records must meet all regulatory requirements and be retained by the employer for a period of not less than 3 years after the date of certification by the Department of Labor. 20 CFR 655.122(j).

10. **HOURS AND EARNINGS STATEMENTS:** Employer agrees to furnish to the worker on or before each payday in one or more written statements the following information: (1) the worker's total earnings for the pay period; (2) the worker's hourly rate and/or piece rate of pay; (3) the hours of employment offered to the worker (showing offers in accordance with the three-fourths guarantee as determined in 20 CFR 655.122(i), separate from any hours offered over and above the guarantee); (4) the hours actually worked by the worker; (5) an itemization of all deductions made from the worker's wages; (6) if piece rates are used, the units produced daily; (7) beginning and ending dates of the pay period; and (8) the employer's name, address and FEIN. 20 CFR 655.122(k).

For workers engaged in the herding or production of livestock on the range, the employer is exempt from recording and furnishing the hours actually worked each day, the time the worker begins and ends each workday, as well as the nature and amount of work performed, but otherwise must comply with the earnings records and hours and earnings statement requirements set out in 20 CFR 655.122(j) and (k). The employer agrees to keep daily records indicating whether the site of the employee's work was on the range or off the range. If the employer prorates a worker's wage because of the worker's voluntary absence for personal reasons, it must also keep a record of the reason for the worker's absence. 20 CFR 655.210(f).

11. **RATES OF PAY:** The employer agrees that it will offer, advertise in its recruitment, and pay at least the Adverse Effect Wage Rate (AEWR), a prevailing wage rate, the agreed-upon collective bargaining rate, the Federal minimum wage, or the State minimum wage, whichever is highest, for every hour or portion thereof worked during a pay period. If the offered wage(s) disclosed in this clearance order is/are based on commission, bonuses, or other incentives, the employer guarantees the wage paid on a weekly, semi-monthly, or monthly basis will equal or exceed the AEWR, prevailing wage rate, Federal minimum wage, State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest. If the applicable AEWR or prevailing wage is adjusted during the contract period, and that new rate is higher than the highest of the AEWR, the prevailing wage, the collective bargaining rate, the Federal minimum wage, or the State minimum wage, the employer will increase the pay of all employees in the same occupation to the higher rate no later than the effective date of the adjustment. If the new AEWR or prevailing wage is lower than the rate guaranteed on this job order, the employer will continue to pay at least the rate guaranteed on this job order.

If the worker is paid on a piece rate basis, the piece rate must be no less than the prevailing piece rate for the crop activity or agricultural activity and, if applicable, a distinct work task or tasks performed in that activity in the geographic area, if one has been issued. At the end of the pay period, if the piece rate does not result in average hourly piece rate earnings during the pay period at least equal to the amount the worker would have earned had the worker been paid at the appropriate hourly rate, the employer agrees to supplement the worker's pay at that time so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the appropriate hourly wage rate for each hour worked. 20 CFR 655.120, 655.122(l).

For workers engaged in the herding or production of livestock on the range, the employer agrees to pay the worker at least the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, in effect at the time work is performed, whichever is highest, for every month of the job order period or portion thereof. If the offered wage disclosed in this clearance order is based on commissions, bonuses, or other incentives, the employer guarantees that the wage paid will equal or exceed the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, whichever is highest, and will be paid to each worker free and clear without any unauthorized deductions. The employer may prorate the wage for the initial and final pay periods of the job order period if its pay period does not match the beginning or ending dates of the job order. The employer also may prorate the wage if an employee is voluntarily unavailable to work for personal reasons. 20 CFR 655.210(g).

12. **FREQUENCY OF PAY:** Employer agrees to pay workers when due based on the frequency disclosed in this clearance order. 20 CFR 655.122(m).
13. **ABANDONMENT OF EMPLOYMENT OR TERMINATION FOR CAUSE:** If a worker voluntarily abandons employment before the end of the contract period, or is terminated for cause, the employer is not responsible for providing or paying for the subsequent transportation and subsistence expenses of that worker, and that worker is not entitled to the three-fourths guarantee, if the employer notifies the U.S. Department of Labor and, if applicable, the Department of Homeland Security, in writing or by any other method specified by the Department of Labor or the Department of Homeland Security in the *Federal Register*, not later than 2 working days after the abandonment or termination occurs. A worker will be deemed to have abandoned the work contract after the worker fails to show up for work at the regularly scheduled time for 5 consecutive work days without the consent of the employer. 20 CFR 655.122(n).
14. **CONTRACT IMPOSSIBILITY:** The work contract may be terminated before the end date of work specified in the work contract if the services of the workers are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes fulfillment of the contract impossible, as determined by the Department of Labor. In the event that the work contract is terminated, the employer agrees to fulfill the three-fourths guarantee for the time that has elapsed from the start date of work specified in the work contract to the date of termination. The employer also agrees that it will make efforts to transfer the worker to other comparable employment acceptable



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to the worker and consistent with existing immigration laws. In situations where a transfer is not affected, the employer agrees to return the worker at the employer's expense to the place from which the worker, disregarding intervening employment, came to work for the employer, or transport the worker to his/her next certified H-2A employer, whichever the worker prefers. The employer will also reimburse the worker the full amount of any deductions made by the employer from the worker's pay for transportation and subsistence expenses to the place of employment. The employer will also pay the worker for any transportation and subsistence expenses incurred by the worker to that employer's place of employment. The amounts the employer will pay for subsistence expenses per day are those amounts disclosed in this clearance order. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. 20 CFR 655.122(o).

The employer is not required to pay for transportation and daily subsistence from the place of employment to a subsequent employer's place of employment if the worker has contracted with a subsequent employer who has agreed to provide or pay for the worker's transportation and subsistence expenses from the present employer's place of employment to the subsequent employer's place of employment. 20 CFR 655.122(h)(2).

15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).
16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer or who does not require a visa for entry to the United States, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the work contract at minimum will be the terms of this clearance order, including all Addenda, the certified *H-2A Application for Temporary Employment Certification* and any obligations required under 8 U.S.C. 1188, 29 CFR part 501, or 20 CFR part 655, subpart B. 20 CFR 655.122(q).
17. **ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:**
- A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated first date of need, unless the employer has amended the first date of need at least 10 business days before the original first date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., email notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended first date of need expeditiously. 20 CFR 653.501(c)(3)(i).
- If there is a change to the anticipated first date of need, and the employer fails to notify the OHO at least 10 business days before the original first date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated first date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(3)(5).
- B. Employer agrees that no extension of employment beyond the period of employment specified in the clearance order will relieve it from paying the wages already earned, or if specified in the clearance order as a term of employment, providing transportation from the place of employment, as described in paragraph 7.B above. 20 CFR 653.501(c)(3)(ii).
- C. Employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws. 20 CFR 653.501(c)(3)(iii).
- D. Employer agrees to expeditiously notify the OHO or SWA by emailing and telephoning immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment. 20 CFR 653.501(c)(3)(iv).
- E. If acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on this clearance order, the employer assures that it has a valid Federal FLC certificate or Federal FLCE identification card and when appropriate, any required State FLC certificate. 20 CFR 653.501(c)(3)(v).
- F. Employer assures that outreach workers will have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107. 20 CFR 653.501(c)(3)(vii).

I declare under penalty of perjury that I have read and reviewed this clearance order, including every page of this Form ETA-790A and all supporting addendums, and that to the best of my knowledge, the information contained therein is true and accurate. This clearance order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job. 20 CFR 653.501(c)(3)(viii). I understand that to knowingly furnish materially false information in the preparation of this form and/or any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both. 18 U.S.C. §§ 2, 1001.

1. Last (family) name * Chavez Resendiz	2. First (given) name * Mario	3. Middle initial §
4. Title * Managing Member		

H-2A Agricultural Clearance Order
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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 3/14/2023
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units / Estimated Hourly Rate / Special Pay Information
	Lemon	\$ 18 . 65	Hour	Employees will be paid \$50.00 per bin of lemons harvested each day. If the piece-rate pay does not result in earnings that are at least equal to the amount the worker would have earned had the worker been paid at the appropriate AEWR \$18.65 hourly rate, the worker's pay will be supplemented so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the minimum hourly wage rate for each hour worked.
	Grapefruit	\$ 18 . 65	Hour	Employees will be paid \$30.00 per bin of grapefruits harvested each day. If the piece-rate pay does not result in earnings that are at least equal to the amount the worker would have earned had the worker been paid at the appropriate AEWR \$18.65 hourly rate, the worker's pay will be supplemented so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the minimum hourly wage rate for each hour worked.
	Avocado	\$ 18 . 65	Hour	Workers will be paid \$80.00 per bin of avocados harvested. If the piece-rate pay does not result in earnings that are at least equal to the amount the worker would have earned had the worker been paid at the appropriate AEWR \$18.65 hourly rate, the worker's pay will be supplemented so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the minimum hourly wage rate for each hour worked.
	Valencia Orange	\$ 18 . 65	Hour	Employees will be paid \$30.00 per bin of valencia oranges harvested each day. If the piece-rate pay does not result in earnings that are at least equal to the amount the worker would have earned had the worker been paid at the appropriate AEWR \$18.65 hourly rate, the worker's pay will be supplemented so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the minimum hourly wage rate for each hour worked.
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Del Rey Avocado	Via Oeste Fallfook, California 92028 SAN DIEGO	Morgan	4/28/2023	12/15/2023	59
Del Rey Avocado	Jeremy Way Fallfook, California 92028 SAN DIEGO	Peed	4/28/2023	12/15/2023	59
Del Rey Avocado	Diegostates Road Fallfook, California 92028 SAN DIEGO	Greenwood	4/28/2023	12/15/2023	59
Del Rey Avocado	Caninita Road Fallfook, California 92028 SAN DIEGO	Grimm	4/28/2023	12/15/2023	59
Del Rey Avocado	Vista del Norte Fallfook, California 92028 SAN DIEGO	Ariel	4/28/2023	12/15/2023	59
Del Rey Avocado	Morro Hill Road Fallfook, California 92028 SAN DIEGO	Marting	4/28/2023	12/15/2023	59
Del Rey Avocado	Avohill Road Vista , California 92084 SAN DIEGO	Avohill	4/28/2023	12/15/2023	59
Del Rey Avocado	Bobrit Road Vista , California 92084 SAN DIEGO	Lumm	4/28/2023	12/15/2023	59
Del Rey Avocado	Via Chaparra Road Fallfook, California 92028 SAN DIEGO	Nunes	4/28/2023	12/15/2023	59
Del Rey Avocado	Bobrit Road Bonsall , California 92003 SAN DIEGO	D&L Ranch	4/28/2023	12/15/2023	59

D. Additional Housing Information

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Del Rey Avocado	Saragota Road Bonsall , California 92003 SAN DIEGO	White	4/28/2023	12/15/2023	59
Del Rey Avocado	Via de la Reina Bonsall, California 92003 SAN DIEGO	Li Hsiung	4/28/2023	12/15/2023	59
Del Rey Avocado	Vista del Mar Bonsall, California 92003 SAN DIEGO	Mcfarland	4/28/2023	12/15/2023	59
Del Rey Avocado	Via de la Reina Bonsall, California 92003 SAN DIEGO	Mcknight	4/28/2023	12/15/2023	59
Del Rey Avocado	Vista del Mar Bonsall, California 92003 SAN DIEGO	Wren	4/28/2023	12/15/2023	59
Del Rey Avocado	Via de la Reina Bonsall, California 92003 SAN DIEGO	Crisps	4/28/2023	12/15/2023	59
Del Rey Avocados	Montaing Way Bonsall, California 93003 SAN DIEGO	Colles	4/28/2023	12/15/2023	59
Del Rey Avocado	Afton Farms In Bonsall, California 92003 SAN DIEGO	Holding	4/28/2023	12/15/2023	59
Del Rey Avocado	Calle de Talar Bonsall , California 92003 SAN DIEGO	Haskett	4/28/2023	12/15/2023	59
Del Rey Avocado	Chateau Monte Bonsall, California 92003 SAN DIEGO	Ngugen	4/28/2023	12/15/2023	59

D. Additional Housing Information

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Del Rey Avocado	Villa Coscana Bonsall, California 92003 SAN DIEGO	Mactavish	4/28/2023	12/15/2023	59
Del Rey Avocado	Calle Joya Bonsall, California 92003 SAN DIEGO	Wollan	4/28/2023	12/15/2023	59
Del Rey Avocado	Presiosus Hill Bonsall, California 92003 SAN DIEGO	Skjarstand	4/28/2023	12/15/2023	59
Del Rey Avocado	Rincon Ave Escondido, California 92026 SAN DIEGO	Escondido	4/28/2023	12/15/2023	59
Del Rey Avocado	Faircrest Way Escondido, California 92026 SAN DIEGO	Swaddell	4/28/2023	12/15/2023	59
Del Rey Avocado	Magee Road Pala, California 92059 SAN DIEGO	Barbanell	4/28/2023	12/15/2023	59
Del Rey Avocado	Pauma Heigh Valley Center, California 92082 SAN DIEGO	Simmons	4/28/2023	12/15/2023	59
Del Rey Avocado	Chufa Road Valley Center, California 92082 SAN DIEGO	Mcallister	4/28/2023	12/15/2023	59
Del Rey Avocado	West Lilac Valley Center, California 92082 SAN DIEGO	Johnson	4/28/2023	12/15/2023	59
Del Rey Avocado	Pauma Heigh Pauma Valley, California 92061 SAN DIEGO	Cado Ranch	4/28/2023	12/1/2023	59

D. Additional Housing Information

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Del Rey Avocado	Sams Mountaing Pauma Valley , California 92061 SAN DIEGO	Jackson	4/28/2023	12/1/2023	59
Citrus Plus Inc	Shear Xing Road Fallbrook , California 92028 SAN DIEGO	Pankey Victor	4/28/2023	12/15/2023	59
Citrus Plus Inc	Pauma Reservation Rd Pauma Valley, California 92061 SAN DIEGO	Pauma Band of Mission Indiaans	4/28/2023	12/15/2023	59
Citrus Plus Inc	Pauma Reservation Rd Pauma Valley, California 92061 SAN DIEGO	Pauma Trival Flor Ranch	4/28/2023	12/15/2023	59
Citrus Plus Inc	Sierra Lane Pauma Valley , California 92061 SAN DIEGO	Pauma Trival Farms Rancho del Oro	4/28/2023	12/15/2023	59
Citrus Plus Inc	Pauma Reservation Road Pauma Valley, California 92061 SAN DIEGO	Pauma Traival Shopi Ranch	4/28/2023	12/15/2023	59
Citrus Plus Inc	Di Giorgio Borrego Spring , California 92004 SAN DIEGO	Tanaha Ranches	4/28/2023	12/15/2023	59
Citrus Plus Inc	Di Giorgio Road Borrego Spring , California 92004 SAN DIEGO	Borrego Farms Dabid Baur	4/28/2023	12/15/2023	59
Citrus Plus Inc	Di Giorgio Road Borrego Spring , California 92004 SAN DIEGO	Your Glory Farms Bill Bauer	4/28/2023	12/15/2023	59
Del Rey Avocado	Caninita Road Fallfook, California 92028 SAN DIEGO	Smaoll	4/28/2023	12/15/2023	59

D. Additional Housing Information

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Del Rey Avocado	Caninita Road Fallhook, California 92028 SAN DIEGO	Mattox	4/28/2023	12/15/2023	59

D. Additional Housing Information



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1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	41041 Alder Avenue Hemet, California 92544 RIVERSIDE		2	19	<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	23576 Gunther Rd Romoland , California 92585 RIVERSIDE		1	10	<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	32720 Starlight Street Wildomar, California 92595 RIVERSIDE		1	10	<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input checked="" type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Deductions from Pay
3. Details of Material Term or Condition (up to 3,500 characters) * All deductions required by law, such as FICA and federal/state tax withholdings; travel/subsistence expenses that are reimbursed by the employer at the beginning of the season if the employee does not complete 50% of the contract; voluntary deductions for loans, benefit premiums, benefit contributions, cell phones and other services; deductions expressly authorized by the employee in writing; and deductions for any losses due to damage or loss of equipment/tools, housing or furnishings (beyond normal wear and tear). The employer will not make any deductions from an employee's wage for any cash shortage, breakage, or loss of equipment unless it can be shown that the shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee. No deductions, except those required or permitted by law, will be made which bring the employee's wages for any pay period below the applicable minimum wage.			

b. Job Offer Information 2

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation
3. Details of Material Term or Condition (up to 3,500 characters) * During the season, the employer will provide transportation in company vehicles between the housing and worksites at no cost to H-2A and U.S. corresponding workers who are eligible for employer-provided housing. U.S. corresponding workers who are not eligible for housing are responsible for arranging for their own transportation to and from the worksites. No worker will be required, as a condition of employment, to utilize the transportation offered by the employer.			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The employer will be responsible for the transportation/daily subsistence expenses that are incurred by any employee who must travel to the area of intended employment from outside the normal commuting distance if the employee completes 50% of the contract. If the worker completes the work contract or is terminated without cause, and the worker has no subsequent H-2A employment, the employer agrees to provide for the worker's transportation and daily subsistence back to the place of recruitment.			

d. Job Offer Information 4

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Drug and Alcohol Policy
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * All worksites covered by this clearance order and all facilities of the employer are drug-free workplaces. No illegal drugs of any kind are permitted in the housing or workplace. Employees must not report for work, enter the worksite or perform services while under the influence of or having used alcohol or any illegal controlled substance. Employees must not report for work or perform services, while under the influence of, or impaired by, prescription drugs, medications, or other substances that may in any way adversely affect a worker's alertness, coordination, reaction response, or safety. The employer may require the worker to submit to a drug test at the employer's expense upon the occurrence of a reportable accident or upon reasonable suspicion. In such an event, the costs of the medical exam will be paid for by the employer.			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Prohibition Against Payment of Job Fees
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The employer and/or its agents are prohibited by law from seeking or receiving payment or compensation of any kind from any employee, which includes payment of recruitment costs. In no event should any employee pay any recruitment or job placement fees in order to secure employment under this H-2A contract. Any violations of this policy should be reported to the Company management immediately. However, employees may be required to pay for expenses associated with renewing their passports. Employees may also have to pay some out-of-pocket costs for meals and transportation when traveling to the United States. However, the employer will reimburse employees for all H-2A contract expenses in accordance with H-2A regulations. Employees are encouraged to keep all receipts relating to travel, meals, and other costs incurred during travel to the United States.			

f. Job Offer Information 6

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Departure
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Departure of H-2A Employees After Contract: H-2A nonimmigrant employees must depart the United States at the completion of the work contract certified by the Department of Labor or after the termination of employment, whichever is earlier, unless the H-2A nonimmigrant worker is being sponsored by another subsequent H-2A employer.			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Work Rules, Discipline and Terminations
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Workers are expected to comply with all provisions of this work contract and the employer's policies, house rules, and procedures. The employer may discipline or terminate a worker with notification to the State Workforce Agency, DOL and/or USCIS if any employee violates any of the work rules. The level of disciplinary action taken will be determined at management discretion and judged by the severity of the violation. All employees must respect and follow company policies including any new or changed policies which may be communicated during the course of the season. Some of the applicable work rules include, but are not limited to: Failure to report to work or demonstrating a pattern of tardiness and/or unexcused absences. Abandoning the worksite. Refusal without justified cause to perform work for which the worker was recruited and hired or refusing to carry out good faith, reasonable orders. Failure to perform work of reasonable quality and with reasonable diligence. Willfully wasting, damaging, or causing injury to the employer's property. Being under the influence of alcohol or illegal drugs. Possession of illegal drugs or alcohol on company property. Horseplay, fighting, or deliberately injuring another employee. Stealing company or employee property. Working side jobs with another company in violation of the H-2A visa program. Possessing firearms or illegal weapons. Bringing unauthorized people into the work area. Charging other workers for referral of employment opportunities. Selling merchandise or soliciting services at the worksite. Falsification of information provided to the employer, which includes providing false information during the employment application process. The punching of a time card other than the employee's own individual time card or willfully allowing another person to punch one's time card. Sleeping on the job. Insubordination. Failure to follow housing rules. Failure to observe all warning signs, safety bulletins, safety training and posters. Workers must adhere to all health and safety rules, including Covid-19 preventative measures, social distancing, usage of masks and other safety directives required by the employer or state law. Failure to use protective clothing and equipment. Failure to follow safety protocols. Unauthorized use of machinery and equipment. Smoking is prohibited in the fields or other areas designated by the employer. Do not walk in front of or behind moving vehicles. When working around moving equipment, always stand clear of the equipment when in motion. Always wait until the equipment comes to a full stop. When being transported, always take a seat, wear seatbelts, and remain seated while the vehicle is in motion. Wash hands after eating or using the bathroom before return.</p>			

h. Job Offer Information 8

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Importance of Safety
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Employees are expected to obey safety rules and to exercise caution in all their work activities. Workers must adhere to all health and safety rules, including Covid-19 preventative measures, social distancing, usage of masks and other safety directives required by the employer and/or the federal and state laws. Employees must observe all warning signs, safety bulletins, safety protocols, safety training and posters. Employees must use protective clothing and equipment. Employees should take care not to walk in front of or behind moving vehicles. When working around moving equipment, always stand clear of the equipment when in motion. Always wait until the equipment comes to a full stop. When being transported, always take a seat, wear seatbelts, and remain seated while the vehicle is in motion. Employees must wear face masks when being transported by the company to and from work from the housing location. All employees are required to immediately report any unsafe conditions to their supervisor. Not only supervisors, but employees at all levels of the organization are expected to correct unsafe conditions as promptly as possible. All accidents that result in injury must be reported to the appropriate supervisor, regardless of how insignificant the injury may appear. Such reports are necessary to comply with laws and initiate insurance and workers' compensation procedures.</p>			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.



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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Housing Rules
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Housing and utilities will be provided at no cost to eligible United States corresponding and H-2A nonimmigrant workers who are unable to return to their domiciles at the end of each workday because they live outside the normal commuting distances to the area of intended employment. The employer will provide bedding (mattresses, blankets, sheets, pillows, and pillow cases) and adequate screening. Housing is offered to workers only; no third parties are permitted to stay at the housing sites. Workers are expected to abide by the following housing rules, which include but are not limited to: fighting or threatening other employees or third parties will not be permitted; excessive use of alcohol or being under the influence of drugs is not permitted; no late-night parties; excessive noise or loud music is not permitted; after 10 p.m. it is quiet time; workers must maintain housing and living areas in a neat, clean manner and must not alter or modify the housing facilities; workers shall not litter; workers must be considerate of neighbors; smoking is prohibited inside the housing; harassing other employees, neighbors, or any their person while on company property will not be tolerated; abusing or stealing company property or that of another person is not permitted; firearms are not allowed on company property; trash must be emptied daily; all dry food must be covered; all other food must be stored in the refrigerator; no food is to be left on the stove or counters; screens must always be in place on windows and doors with no holes; if there is a hole you must let the designated house monitor know at once. Workers should immediately notify the employer of any required repairs needed to the housing or if safety equipment is not functioning, such as fire extinguishers. Housing may be inspected at least one time per week by a company inspector to help ensure that facilities are kept in good condition. Workers must adhere to all health and safety rules, including Covid-19 preventative measures, social distancing, usage of masks and other safety directives required by the employer or state law. Failure to comply with housing rules may result in disciplinary action, up to and including termination of employment. The employer retains possession and control of the housing premises at all times. Any worker eligible for company-provided housing who is terminated for cause or resigns/abandons their employment must immediately vacate the housing premises and will no longer be eligible for housing and meals.</p>			

j. Job Offer Information 10

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound and Outbound Transportation and Subsistence
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The employer is responsible for costs associated with the inbound and outbound transportation and subsistence (meal) expenses for workers who live outside the normal commuting distances to the area of intended employment. The amount of transportation payments will equal the most economical and reasonable common carrier charges for the distances involved. The employer is not responsible for unauthorized detours or unnecessary costs. The employer will pay the reasonable costs for lodging when necessary during travel to the area of intended employment from the place of recruitment for employees who live outside the commuting distance to the area of intended employment. The employer will be responsible for I-94 and H-2A visa-related costs when applicable to H-2A non-immigrant employees. For purposes of transportation and subsistence (meal) expenses, employees are encouraged to keep their receipts for food and travel costs during their travel from the place of recruitment to the area of intended employment. All necessary bus, taxi, transportation and lodging expenses will be paid for or reimbursed at full cost. For travel subsistence, if the employee is unable to provide receipts, the employer will reimburse employees at a minimum rate of \$15.46 per day of travel from the place of recruitment to the area of intended employment. If the employee provides receipts, the employer will reimburse travel meals based upon the actual cost incurred up to a maximum of \$59.00 per day of travel. Should the Department of Labor increase the subsistence per diem rates during the season, the employer will abide by the new rate as directed by notice in the Federal Register. The employer will also provide the reasonable costs of return transportation and related subsistence (meals) to employees who complete the H-2A contract. The employer will not be responsible for outbound transportation and meal subsistence if an employee abandons the employment or is terminated for cause before the work contract ends. Abandonment occurs if the worker fails to report to work at the regularly scheduled time for 5 consecutive working days without the consent of the employer. In the event of termination for medical reasons occurring after the arrival on the job, or occurring as a result of employment, or in the event of termination resulting from an Act of God, the employer will pay or provide reasonable costs of return transportation and subsistence to the place of recruitment.</p>			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - FLC Itinerary
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>Given the nature of the employer's agricultural business and growing cycles, it is not possible to pinpoint a schedule at each worksite; the impact from weather and growing cycles requires that the employer provide services at all of the various worksites simultaneously during the contract period to ensure the crop is properly cared for during the citrus harvesting season. However, in late April and early May, employees will harvest avocados on behalf of Del Rey Avocado in the area of Fallbrook, San Diego County. From mid-May through June, employees will harvest avocados on behalf of Del Rey Avocado in the areas of Bonsall and Vista in San Diego County. In July, and first week of August, employees will harvest avocados on behalf of Del Rey Avocado in the areas of Escondido, Pala, Valley Center and Pauma Valley in San Diego County.</p> <p>During June, July, August and September, employees will harvest Valencia oranges in Fallbrook and Pauma Valley on behalf of Citrus Plus in San Diego County. In November and first week of December, employees will harvest lemons in the area of Borrego Springs. All worksites are in San Diego County.</p>			

l. Job Offer Information 12

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - More Information About Employment
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>MCR FLC, LLC is a licensed farm labor contractor that is primarily engaged in providing agricultural services in the area of San Diego County. Employees must report for work when and where scheduled and be physically and mentally ready to work. Depending on weather, field conditions and availability of labor, workers must remain flexible and be able and willing to work varying hours since planned work schedules may change and employees may begin their workdays at earlier or later hours. Overtime may be requested. Workers may be offered more hours than listed in this job order on any day of the week, including the Sabbath or Federal holidays. Employees might experience a temporary reduction in work and/or temporary work stoppage due to inclement weather, such as rain, or the natural agricultural cycle. Daily individual work assignments will be made by, and at the sole discretion of, the Company as the needs of the agricultural operation dictate. Workers must perform the assigned work at the assigned field site, and may not switch assignments or field site without the specific authorization of a company supervisor. The work described in this work contract is regular, full-time work requiring all workers to be available for work on a daily basis. Tardiness and/or unexcused absences will not be tolerated and will result in disciplinary action as set forth in the employer's employment policies</p>			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - More Information About Pay
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The employer will pay a wage that is the highest of the Adverse Effect Wage Rate (AEWR), the prevailing hourly wage or piece rate, the agreed-upon collective bargaining wage, or the Federal or State minimum wage. The employer will pay employees based upon a piece-rate system. If the piece-rate pay does not result in earnings that are at least equal to the amount the worker would have earned had the worker been paid at the appropriate AEWR \$18.65 or prevailing hourly rate, the worker's pay will be supplemented so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the appropriate hourly wage rate for each hour worked. Overtime is paid one- and one-half times the base hourly wage at \$27.98 per hour. The employer further assures that overtime pay will also be properly calculated when pay is based upon piece-rate compensation. Should the Department of Labor increase the AEWR or prevailing wage during the season, the employer will immediately abide by the wage increase after notice in the Federal Register. If the employer receives notice of a decrease in the AEWR or prevailing wage, the employer will not decrease the contract wage. Piece Rate Equivalents:</p> <p>Avocados: Employees may earn up to \$160.00 per day if they harvest two bins of avocados. In a typical 7-hour day, this would result in approximately \$22.86 per hour.</p> <p>Grapefruit: Employees may earn up to \$240.00 per day if they harvest 8 bins of grapefruit. Due to the larger size of grapefruits, bins are easier to fill in a given workday. In a typical 7-hour day, this would result in approximately \$34.29 per hour.</p> <p>Valencia Oranges: Employees may earn \$150 per day for 5 bins of oranges, which equates to \$21.43 per hour.</p> <p>Lemons: Employees may earn \$150 per day for 3 bins of lemons. In a typical 7-hour day, this would result in approximately \$21.43 per hour.</p>			

n. Job Offer Information 14

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Production Standards
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Avocados: Workers are expected to harvest a minimum of 2 bins per day. Grapefruit: Workers are expected to harvest a minimum of 8 bins per day. Valencia Oranges: Workers are expected to harvest a minimum of 5 bins per day. Lemons: Workers are expected to harvest a minimum of 3 bins per day. The production standard is per employee per day. Bin dimensions: 40 " x 48 " x 28"</p>			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily transport
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>In the H-2A filing, the Company presented its valid FLC license which lists several small trucks and vans that are used for the transportation of employees. These vehicles include two Ford Trucks, one Ford Econoline Van, and two Chevy Express Vans. The Ford Trucks have capacity for 5 and 6 occupants; the Ford Econoline has capacity for 12 occupants and the Chevy Express Vans have capacity for 15 occupants. The total capacity for all the employer's vehicles is 53 occupants. These vehicles are owned and operated by MCR FLC LLC and are authorized for transportation pursuant to a valid Farm Labor Contractor license. Transportation is not available to local U.S. corresponding employees who are not eligible for company housing benefits.</p> <p>Although the employer seeks 59 employees, the employer believes its vehicle fleet remains sufficient because the company can make a round trip in the mornings and afternoons with its Chevy Express Van or Ford Econoline to accommodate the total transportation needs of all the employees. If one vehicle makes a round trip, the employer can cover all of the transportation needed. Company supervisors with FLCE licenses drive the employees from their housing in the mornings to the worksites and back in the afternoons on a daily basis.</p>			

p. Job Offer Information 16

1. Section/Item Number *		2. Name of Section or Category of Material Term or Condition *	
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.